

**MICHIGAN DEPARTMENT OF CIVIL SERVICE
JOB SPECIFICATION**

EQUIPMENT OPERATOR

JOB DESCRIPTION

Employees in this job operate wheeled and/or tracked motorized construction and maintenance equipment to move, lift, transport, or apply earth and materials on state properties or project sites. Work assignments may require statewide travel.

There are three classifications in this job.

Position Code Title – Equipment Operator-E

Equipment Operator 7

This is the intermediate level. The employee, having prior experience in the operation of construction, maintenance or agricultural equipment, performs assigned duties in a developing capacity, receiving on-the-job training, under general supervision.

Equipment Operator E8

This is the experienced level. The employee, with increased responsibility, performs a full range of equipment operator assignments and uses judgment in making decisions where alternatives are determined by established procedures, methods and practices.

Position Code Title – Equipment Operator-A

Equipment Operator 9

This is the advanced level. The employee serves either as a lead worker/crew leader responsible for overseeing the work activities of others, or operates equipment that is more complex.

NOTE: Employees generally progress through this series to the experienced-level based on satisfactory performance and possession of the required experience.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Operates a variety of wheeled or tracked construction or maintenance equipment, such as bulldozers, graders, backhoes, front-end loaders, dashers, and heavy maintenance trucks.

Operates semi trucks with trailers, and heavy-duty dump trucks.

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Observes work site and equipment to detect and protect against unsafe or hazardous operating conditions.

Performs preventive maintenance and minor repairs to motorized vehicles and equipment operated.

Assists and participates in major repair work and related maintenance activities, as assigned.

Plants, trims, and removes trees using various landscaping equipment.

Grades and prepares grounds, parking areas and driveways, using motorized graders and various landscaping equipment.

Reads work orders and construction plans to determine work to be done; decides equipment and method of operation needed to accomplish the work.

Moves construction equipment from one project site to another.

Clears and cleans roadways, rights-of-way, tourist facilities, catch basins, and other areas.

Operates trucks with snowplows, underbody blades, sanders, and metered salt spreaders.

Participate in such trades tasks as pavement repairs, culvert repairs, guardrail and sign repair.

Performs related work appropriate to the classification as assigned.

May assist in training lower level equipment operators and others.

Additional Job Duties

Equipment Operator 9 (Senior Worker)

Sets up and operates, on a regular basis, specialized construction equipment, typified by such units as cranes equipped with dragline, clam shell, pile driver; heavy land clearing bulldozers equipped with tree cutter and timber rake or rock rack.

Operates maintenance equipment involving complex technical processes such as the hot rubber asphalt machine used to patch airport runways to meet FAA standards.

Operates semi tractor and tandem axle trailer combination on a regular, full-time basis.

Equipment Operator 9 (Crew Leader)

Assigns work to employees, prisoners, or others, provides training, and reviews work performance by observing and critiquing work techniques and completed assignments.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Developing knowledge is necessary at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the operation of motorized equipment, such as tractors, trucks, bulldozers, backhoes, and front-end loaders.

Knowledge of the use and care of hand and power tools, such as chain saws, pumps, air hammers, compressors, and mixers.

Knowledge of safety precautions to be observed in working on or near highways.

Knowledge of street and highway traffic rules and regulations.

Ability to operated motorized equipment with skill and in a safe manner.

Ability to read, understand and work in conformance with work orders, blueprints, or construction plans.

Ability to make minor repairs and adjustments to equipment.

Ability to detect unsafe or hazardous conditions of equipment and work environment.

Ability to follow instructions.

Ability to communicate effectively.

Additional Knowledge, Skills and Abilities

Equipment Operator 9 (Crew Leader)

Ability to provide training and explain instructions and guidelines to others effectively.

Ability to organize and coordinate the work of the unit.

Ability to determine work priorities and assign work to subordinates.

Working Conditions

Some jobs require an employee to be exposed to inclement weather conditions.

Some jobs require an employee to work where there is a significant chance of injury.

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Physical Requirements

The job duties may require the employee to move heavy objects.

Education

Educational level typically acquired through completion of high school.

Experience

Equipment Operator 7

One year of experience in the operation of motorized equipment used in construction, maintenance, heavy transport, agriculture, or forestry.

Equipment Operator E8

Two years of experience in the operation of motorized equipment used in construction, maintenance, heavy transport, agriculture, or forestry, including one year equivalent to the Intermediate Equipment Operator 7 in State service.

Equipment Operator 9

Three years of experience in the operation of motorized equipment used in construction, maintenance, heavy transport, agriculture, or forestry including two years equivalent to an Experienced Equipment Operator 8 in State service.

Alternate Education and Experience

Completion of vocational training that included practical experience in the operation of equipment pertinent to these classes may be substituted for six months of experience.

Special Requirements, Licenses, and Certifications

Some positions within this job are assigned duties that may require possession of the Commercial Driver's License (CDL) issued by the Secretary of State as required by Public Act 346 of 1988 to operate a designated state vehicle.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

EQUIOPR

Job Code Description

Equipment Operator

Position Title

Equipment Operator-E

Equipment Operator-A

Position Code

EQUOPRE

EQUOPRA

Pay Schedule

A31-006

A31-011

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ECP Group 1
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